

Equality Impact Assessment

Protected Characteristics – Please detail the evidence you have / impact if any / mitigation			
Characteristic	Evidence and information	Details of the impact	What actions have/will be taken to mitigate any negative impact or to improve positive impact?
Race	<ul style="list-style-type: none"> According to the Annual Population Survey (June 2019) 97.8% of the population was classified as being 'white', 0.5% Mixed / multiple ethnic groups, 1% Asian, and 0.5% from other ethnic groups. 	<ul style="list-style-type: none"> The North Wales Growth Deal aims to build a more vibrant, sustainable and resilient economy and seeks to have a positive impact on all on all protected groups. The Growth Deal aims to create several thousand new jobs in a region. Building a more skilled workforce within the region through supporting skills and training initiatives provides opportunities for all. These opportunities will support improvements in standards of living across the region for all protected groups. Programmes and projects are being co-produced through partnerships involving the public and private sector, research bodies and the regional skills partnership, including a focus on engagement of those and those disadvantaged by gender, disability, ethnicity or age. 	<ul style="list-style-type: none"> We will adopt a positive approach to social inclusion in order to promote sustainable, prosperous and equal communities. All project business cases will develop Equality Impact Assessments to identify and assess barriers. On-going work to build understanding and ownership of the Growth Deal at the community level across the region, ensuring an inclusive approach that engages all protected groups. Ensure that communications messages and mechanisms are inclusive.

<p>Gender</p>	<ul style="list-style-type: none"> At the 2011 Census, 49.2% of North Wales’s population was male and 50.9% was female, similar to the Wales average. 	<ul style="list-style-type: none"> The North Wales Growth Deal aims to build a more vibrant, sustainable and resilient economy and seeks to have a positive impact on all on all protected groups. The Growth Deal aims to create several thousand new jobs in a region. Building a more skilled workforce within the region through supporting skills and training initiatives provides opportunities for all. These opportunities will support improvements in standards of living across the region for all protected groups. Programmes and projects are being co-produced through partnerships involving the public and private sector, research bodies and the regional skills partnership, including a focus on engagement of those and those disadvantaged by gender, disability, ethnicity or age. 	<ul style="list-style-type: none"> We will adopt a positive approach to social inclusion in order to promote sustainable, prosperous and equal communities. All project business cases will develop Equality Impact Assessments to identify and assess barriers. On-going work to build understanding and ownership of the Growth Deal at the community level across the region, ensuring an inclusive approach that engages all protected groups. Ensure that communications messages and mechanisms are inclusive.
<p>Sexual orientation</p>	<ul style="list-style-type: none"> TONS data for 2016 indicated that 95.2% of people in Wales identified themselves as heterosexual/straight, 1.7% as gay/lesbian/bisexual and 0.4% as other (the remainder either did not respond to the survey or didn’t know). 	<ul style="list-style-type: none"> The North Wales Growth Deal aims to build a more vibrant, sustainable and resilient economy and seeks to have a positive impact on all on all protected groups. The Growth Deal aims to create several thousand new jobs in a region. Building a more skilled workforce within the region through supporting skills and training initiatives provides opportunities for all. 	<ul style="list-style-type: none"> We will adopt a positive approach to social inclusion in order to promote sustainable, prosperous and equal communities. All project business cases will develop Equality Impact Assessments to identify and assess barriers. On-going work to build understanding and ownership of the Growth Deal at the community level across the region, ensuring an inclusive approach that engages all protected groups. Ensure that communications messages and mechanisms are inclusive.

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<p>Marriage or Civil Partnership</p>	<ul style="list-style-type: none"> • According to the Annual Population Data (February 2019), 50% of the population of North Wales are married, 32% single, 21 Divorced / Separated / Dissolved Civil Partnership, and 14% Widowed / Surviving Civil Partnership. 	<ul style="list-style-type: none"> • The North Wales Growth Deal aims to build a more vibrant, sustainable and resilient economy and seeks to have a positive impact on all on all protected groups. • The Growth Deal aims to create several thousand new jobs in a region. Building a more skilled workforce within the region through supporting skills and training initiatives provides opportunities for all. • These opportunities will support improvements in standards of living across the region for all protected groups. • Programmes and projects are being co-produced through partnerships involving the public and private sector, research bodies and the regional skills partnership, including a focus on engagement of those and those disadvantaged by gender, disability, ethnicity or age. 	<ul style="list-style-type: none"> • We will adopt a positive approach to social inclusion in order to promote sustainable, prosperous and equal communities. • All project business cases will develop Equality Impact Assessments to identify and assess barriers. • On-going work to build understanding and ownership of the Growth Deal at the community level across the region, ensuring an inclusive approach that engages all protected groups. • Ensure that communications messages and mechanisms are inclusive.

<p>Gender reassignment</p>	<ul style="list-style-type: none"> No data for North Wales available at this point. 	<ul style="list-style-type: none"> The North Wales Growth Deal aims to build a more vibrant, sustainable and resilient economy and seeks to have a positive impact on all on all protected groups. The Growth Deal aims to create several thousand new jobs in a region. Building a more skilled workforce within the region through supporting skills and training initiatives provides opportunities for all. These opportunities will support improvements in standards of living across the region for all protected groups. Programmes and projects are being co-produced through partnerships involving the public and private sector, research bodies and the regional skills partnership, including a focus on engagement of those and those disadvantaged by gender, disability, ethnicity or age. 	<ul style="list-style-type: none"> We will adopt a positive approach to social inclusion in order to promote sustainable, prosperous and equal communities. All project business cases will develop Equality Impact Assessments to identify and assess barriers. On-going work to build understanding and ownership of the Growth Deal at the community level across the region, ensuring an inclusive approach that engages all protected groups. Ensure that communications messages and mechanisms are inclusive.
<p>Pregnancy and Maternity</p>	<ul style="list-style-type: none"> According to Maternity and Birth Statistics, Wales there were 6,740 live births in the Betsi Cadwaladr University Health Board area in 2018. 	<ul style="list-style-type: none"> The North Wales Growth Deal aims to build a more vibrant, sustainable and resilient economy and seeks to have a positive impact on all on all protected groups. The Growth Deal aims to create several thousand new jobs in a region. Building a more skilled workforce within the region through supporting skills and training initiatives provides opportunities for all. 	<ul style="list-style-type: none"> We will adopt a positive approach to social inclusion in order to promote sustainable, prosperous and equal communities. All project business cases will develop Equality Impact Assessments to identify and assess barriers. On-going work to build understanding and ownership of the Growth Deal at the community level across the region, ensuring an inclusive approach that engages all protected groups. Ensure that communications messages and mechanisms are inclusive.

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<p>Religion or belief</p>	<ul style="list-style-type: none"> • According to the Annual Population Data (June 2019), the proportion of North Wales residents who are Cristian is 60%, 1 % Muslim, 4% other religion and 37% reported no religion. 	<ul style="list-style-type: none"> • The North Wales Growth Deal aims to build a more vibrant, sustainable and resilient economy and seeks to have a positive impact on all on all protected groups. • The Growth Deal aims to create several thousand new jobs in a region. Building a more skilled workforce within the region through supporting skills and training initiatives provides opportunities for all. • These opportunities will support improvements in standards of living across the region for all protected groups. • Programmes and projects are being co-produced through partnerships involving the public and private sector, research bodies and the regional skills partnership, including a focus on engagement of those and those 	<ul style="list-style-type: none"> • We will adopt a positive approach to social inclusion in order to promote sustainable, prosperous and equal communities. • All project business cases will develop Equality Impact Assessments to identify and assess barriers. • On-going work to build understanding and ownership of the Growth Deal at the community level across the region, ensuring an inclusive approach that engages all protected groups. • Ensure that communications messages and mechanisms are inclusive. Where appropriate we will protect cultural resources and the services.

		disadvantaged by gender, disability, ethnicity or age.	
Disability	<ul style="list-style-type: none"> According to the Annual Population Data (June 2019), a total of 77,000 of working age people in North Wales were classified as disabled equivalent to 18.7% of the working age population. 	<ul style="list-style-type: none"> The North Wales Growth Deal aims to build a more vibrant, sustainable and resilient economy and seeks to have a positive impact on all on all protected groups. The Growth Deal aims to create several thousand new jobs in a region. Building a more skilled workforce within the region through supporting skills and training initiatives provides opportunities for all. These opportunities will support improvements in standards of living across the region for all protected groups. Programmes and projects are being co-produced through partnerships involving the public and private sector, research bodies and the regional skills partnership, including a focus on engagement of those and those disadvantaged by gender, disability, ethnicity or age. Digital connectivity can enable home working, in particular in rural areas that are less accessible. This could enable home working for people with mobility issues. The Land & Property projects will facilitate improved access to transport, employment, training and access to goods / services to benefit all protected groups. 	<ul style="list-style-type: none"> We will adopt a positive approach to social inclusion in order to promote sustainable, prosperous and equal communities. All project business cases will develop Equality Impact Assessments to identify and assess barriers. On-going work to build understanding and ownership of the Growth Deal at the community level across the region, ensuring an inclusive approach that engages all protected groups. Ensure that communications messages and mechanisms are inclusive. We will consider accessibility in infrastructure developments with consideration to accessible locations. This could include transport accessibility, community facilities and services etc. Where appropriate we will seek to enhance provision and accessibility for disabled people. Promote good accessibility, inclusive design in new developments including internal accessibility suitable for disabled people; external accessibility by transport.

<p>Age</p>	<ul style="list-style-type: none"> • North Wales has an ageing population. • Between 1998 and 2018, the proportion of the population aged 65 and over has increased from 18.5 per cent to 23.0 per cent, while the proportion of the population aged 15 and under has fallen from 19.8 per cent to 17.8 percent. 	<ul style="list-style-type: none"> • The North Wales Growth Deal aims to build a more vibrant, sustainable and resilient economy and seeks to have a positive impact on all on all protected groups. • The Growth Deal aims to create several thousand new jobs in a region. Building a more skilled workforce within the region through supporting skills and training initiatives provides opportunities for all. • These opportunities will support improvements in standards of living across the region for all protected groups. • Programmes and projects are being co-produced through partnerships involving the public and private sector, research bodies and the regional skills partnership, including a focus on engagement of those and those disadvantaged by gender, disability, ethnicity or age. Opportunities through employment to attract and retain young people to North Wales. • Opportunities for older people living in rural areas but not restricted to could include improved access to services. 	<ul style="list-style-type: none"> • We will adopt a positive approach to social inclusion in order to promote sustainable, prosperous and equal communities. • All project business cases will develop Equality Impact Assessments to identify and assess barriers. • On-going work to build understanding and ownership of the Growth Deal at the community level across the region, ensuring an inclusive approach that engages all protected groups. • Ensure that communications messages and mechanisms are inclusive. Target opportunities and engage with existing mechanisms to support specific groups such as young people or those in areas of deprivation to engage in education and learning/development. • Consider accessibility for the elderly. Ensure development does not have an impact on community facilities and that are suitable for all ages.
<p>Welsh language</p>	<p>Please see separate Welsh Language Impact Assessment completed for the North Wales Growth Deal</p>		